

**State of Connecticut
Commission on Human Rights and Opportunities**



**Regular Commission Meeting Minutes
Wednesday, September 8, 2021
2:00 pm
Via Microsoft TEAMS**

Commissioners Present

Nicholas Kapoor, Acting Chair
Edward Mambruno, Secretary
Edith Pestana
Lisa Giliberto
Joseph Suggs
Neeta Vatti

Commissioners Absent

Cherron Payne, Chair
Andrew Norton
Edith Pestana

Staff Present

Tanya A. Hughes, Executive Director
Cheryl Sharp, Deputy Director

Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
Michelle Dumas Keuler, HRO Attorney	Michele E. Roberts, HRO Attorney
Jamie Rubin, SW Regional Manager	Shawn Burns, WC Regional Manager
Darcy Strand, Legislative Analyst	Ana Mitchell, Outreach Coordinator
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary

I. Chairperson: Commissioner Nicholas Kapoor, Presiding

The meeting convened at 2:00 p.m.

II. Secretary: Commissioner Edward Mambruno

Commissioner Giliberto moved to approve the minutes from the September 8, 2021 regular commission meeting and Commissioner Vatti seconded it; The vote to approve the minutes was: Yes (4) No (0), and Abstentions (0). The motion carried.

***A motion was made by Commissioner Suggs and seconded by Commissioner Vatti to amend the agenda. Remove item # IIV on the agenda which was a Request to Reopen and add a new item # IV which is a Request Exemption. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.*

III. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

1. Eastern Connecticut State University

Representing the agency were Elsa Núñez, President, LaMar Coleman, VP and Equity & Diversity and Jay Zhu, Human Resources.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 50%. The promotion goals were met at 62% and the program goals were met 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 183.70% achievement for the SBE and 343.90% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, 2019 and 2020, Approved.

A motion was made by Commissioner Suggs and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of Eastern Connecticut State University and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

2. Western Connecticut State University

Representing the agency was Dr. John Clark, President, Ms. Jesenia Minier Chief Diversity Officer and Mr. Fred Cratty, Chief Human Resources Officer.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 21%. The promotion goals were met at 55% and the program goals were met 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2019/2020 did not receive SBE and MBE forms from WCSU. Only three quarters have been submitted for FY2020/2021 therefore no percentages can be reported accurately.

The filing history is as follows: 2016, 2017, 2019, and 2019, Approved. The year 2020, conditionally approved.

A motion was made by Commissioner Norton and seconded by Commissioner Kapoor to accept the staff recommendation to **approve** the plan of the Western Connecticut State University and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

Staff Recommendations: **Disapproval**

3. Office of the Secretary of State

Representing the agency was Scott Bates, Deputy Secretary of the State and Nicole Brown, Human Resources Generalist III.

The plan was recommended for **Disapproval**:

The agency did not meet all or substantially meet all its hiring goals at 23%. The promotion goals were not established in the prior filing and the program goals were met 0% (0 out of 2).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 176.3% achievement for the SBE and 549.8% achievement for the MBE.

The filing history is as follows: 2013 and 2015, Approved, 2017, Disapproved, and finally 2018 and 2019, Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept the staff recommendation to **Disapprove** the plan of the Office of the Secretary of State and retain annual filing status. The vote: Yes (3), No (0) and Abstentions (1-Commissioner Vatti). The motion carried.

IV. CONTRACT COMPLIANCE: Request for Exemption

UConn Health Exemption Letter 2021-22
Presented by Attorney Michael Roberts

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **grant** the exemption request. The vote: Yes (4, No (0) and Abstentions (0). The motion carried.

V. Division Reports

1. Executive Director Report: Tanya Hughes, Executive Director
 - New coordination for vaccination compliance reporting – CHRO100% compliant
 - Continued recruitment activity for position refills
 - Daily review of OT/Comp time requests
 - HUD-EEOC updates
 - WICC radio slot; every Monday at 8:05 am

2. Outreach Report: by Cheryl Sharp, Deputy Director
See detailed report as highlighted by Deputy Director Sharp.

- Fair Housing Training
- Equity Study Kick off
- CTRP3 Policy Work Group
- Police T & A Taskforce
- Confronting Hate, reaching out to the Asian Community
- Human and Civil Rights Conference, 10/28/21

3. Legislative update:

Attorney Strand reported on legislation impacting the CHRO:

- Public Act 21-109, An Act Concerning the Duties and Responsibilities of the Commission on Human Rights and Opportunities
- Public Act 21-2, An Act Creating a Respectful and Open World for Natural Hair
- Public Act 21-128, An Act Concerning the Authority of the Office of the Attorney General
- Public Act 21-76, An Act Concerning the Modernization of State Services, and the Membership of the Commission for Educational Technology

** Commissioner Suggs exited the meeting at 3:12 pm

VI. Executive Session

(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)

There were no items for Executive Session

VII. Vote on Executive session items:

VIII. Old Business

IX. Adjournment

A motion was made by Commissioner Kapoor to adjourn the meeting and the meeting was adjourned by unanimous consent. The vote was: Yes (3), No (0), and Abstentions (0). The motion carried. The meeting adjourned at 3:12 pm.